

## **Substance Abuse Policy**

Enterprise State Community College (ESCC) supports the concept of a Drug Free Workplace and prohibits the unlawful manufacture, distribution, possession, or use of a controlled substance on any property owned, leased, or controlled by the College or during any activity conducted, sponsored, authorized by, or on behalf of Enterprise State Community College. The College prohibits any form of on-campus (or campus affiliated) use and/or possession of illegal drugs, drug paraphernalia, or alcoholic beverage by students, which is in direct violation of local, state, and federal law. Students found to be involved in any of these activities are subject to disciplinary action. For a student, the disciplinary action may include, but is not limited to, program dismissal, college suspension or expulsion. And shall be subject to referral to law enforcement officials for arrest and prosecution.

Clinical facilities with contracts for the education of health science students require that Enterprise State Community College obtain a negative drug screen on each student prior to that student arriving at the clinical facility for his/her clinical rotation.

### **Guidelines for Substance Abuse Testing**

As stipulated by the agencies with which the ESCC Health Sciences Division contracts for clinical education experiences, students and faculty must abide by the policies established by these agencies relative to drug and alcohol screening and any subsequent revisions to these policies in order to participate in clinical experiences at the agency. This includes annual testing and random screening should the student or faculty be perceived to exhibit behaviors indicative of substance abuse during a clinical learning experience. Fees for all drug and alcohol screening must be paid by the student. Enterprise State Community College Health Sciences Division will not accept drug tests completed prior to the testing period designated by each respective program, nor will it accept tests completed from vendors not designated by the college.

#### **I. Persons to be Tested**

Any student enrolled in any Enterprise State Community College Health Sciences course that requires a clinical rotation at a contracted healthcare facility will be required to submit to initial drug testing by the deadline set forth by the respective program and annually thereafter.

- A. Drug screening requirements are noted in the practical nursing student policy manual and website for potential Health Science students. Students are provided the substance abuse screening policy at the time of enrollment in a Health Science program and must sign an acknowledgement. The student will provide consent(s) to the college-designated vendor conducting the drug screening. If the student is under eighteen (18) years of age, the student's parent or guardian must sign the consent form in addition to the student. This consent will provide permission for:
  - 1.) the vendor to perform required drug screen,
  - 2.) the vendor to provide results to Enterprise State Community College Health Sciences Division.
- B. A signed consent to drug screening will be maintained on file for each health science student.
- C. Drug and alcohol screening will be scheduled and conducted by a vendor designated by the Health Science Division.
- D. Students scheduled for random screening will be individually notified and required to report for testing at a designated location by a designated time. The screening must be completed within 24 hours of the rescheduled time.



- E. Students have the right to refuse to consent to drug testing. However, students who decline or fail to complete the drug testing will be refused access to clinical education facilities and will be unable to achieve the required clinical learning experiences. Refusal to submit to drug testing will render the student unable to meet the clinical rotation requirements of the Health Science program or course. A grade of "F" will be recorded for the course(s) if the student does not officially withdraw.
- F. A student must have a negative drug/ alcohol-screening test on file to complete Health Science courses with a clinical component.
- G. A student who is unable to successfully complete the clinical learning experiences of any Health Science course due to a positive drug screen may apply for readmission to any ESCC Health Science program. The student will be considered for readmission according to criteria in the Readmission Policy below and the readmission policies applicable to his/her program of study.

## **II. Reasonable Suspicion Screening**

Students may also be required to submit to reasonable suspicion testing as stipulated in the substance abuse screening policy of the clinical agency while participating in clinical experiences. Failure to comply with random testing will result in immediate removal of the student from all clinical rotations and dismissal from the program. The definition of reasonable suspicion, as stated in the substance abuse policies of the clinical agencies, may include the following:

- A. Observable phenomena, such as direct observation of drug or alcohol use and/or the physical symptoms or manifestations of being under the influence of a drug or alcohol;
- B. Presence of an odor of alcohol;
- C. Abnormal conduct or erratic behavior while on campus attending class, participating in laboratory or clinical experiences, excessive absenteeism, as defined by the clinical agency, tardiness, or deterioration in performance;
- D. An accident while in class, lab, or clinical;
- E. Evidence of tampering with a drug test;
- F. Suspected theft of medications, including controlled substances, while in a clinical or laboratory setting;
- G. Information that the individual has caused or contributed to an incident in the clinical agency that created an unnecessarily greater likelihood of a resulting injury to any person or property than should occur in a properly conducted situation or endeavor;
- H. Evidence of involvement in the use, possession, sale, solicitation, or transfer of illegal or illicit drugs or alcohol while enrolled in the Health Science program.
- I. Results are available to the student from the vendor. Students with positive results should contact the Program Director immediately upon receipt of results.

## **III. Confidentiality**

Confidentiality of test results will be maintained by the program director, Department Chair, and the Dean of Instruction, and the student having access to the results - with the exception of legal actions that require access to test results.

## **IV. Readmission Requirements**

If a student withdrew or was dismissed from a health sciences course or program due to:

- A. A positive drug and/or alcohol screen, or
  - B. The inability of the student to participate or complete a clinical component due to a positive drug and/or alcohol screen, or
  - C. Failure to complete a required drug and/or alcohol screen
- The student seeking readmission to a health sciences course or program is required to:
1. **Nursing students** must submit a letter from an Alabama Board of Nursing recognized substance use disorder treatment provider verifying completion of an appropriate substance abuse treatment program,



and

2. Submit to an unannounced drug and/or alcohol screen at the student's expense prior to readmission. A positive screen at this time will result in ineligibility for readmission.

**V. Drug Screening Programs**

Drug screening programs suggested or required by the Alabama Board of Nursing, Enterprise State Community College, and/or various institutions with which the college contracts, may vary from time to time in any or all of their aspects. Students will be required to comply with screening, which will satisfy any program or requirement established for clinical experience, whether pre-clinical drug screening, random drug screening, or incident-related screening.

Some of the classes of drugs for which screening will be conducted are available by prescription from health care practitioners. Prescription drugs prescribed to a student by an appropriate health care practitioner may nevertheless be subject to abuse and may give rise to reasonable suspicion testing or incident testing. The fact that a student has a prescription for one or more of the classes of drugs which are legally prescribed by a health care practitioner does not necessarily, in and of itself, excuse the student from the effect of this policy.

**VI. Medical Review of Positive Drug Test Results**

- A. All specimens identified as positive on the initial test shall be confirmed by the testing laboratory at no additional charge to the student. The vendor's Medical Review Officer (MRO) will review any positive test result.
- B. A Medical Review Officer, who shall be a licensed physician with knowledge of substance abuse disorders, shall review and interpret positive test results. The MRO shall:
  - a. Examine alternate medical explanations for any positive test results. This action may include conducting a medical interview and review of the student's medical history or review of any other relevant biomedical factors.
  - b. Review all medical records made available by the tested student when a confirmed positive test could have resulted from legally prescribed medication. Prior to making a final decision on the results of the confirmed positive test, the MRO shall give the student an opportunity to discuss the results. The MRO may contact the student directly to discuss the results of the test.